

#### Additional File 4: Organizational Coding Framework for Open-Ended Survey Data

Outcome	Construct	Time-point	Comments
Primary	Knowledge	<ul style="list-style-type: none"> <li>Baseline</li> <li>Post-course</li> <li>6 month post-course</li> </ul>	This node will capture participant awareness of POR concepts and self-reported changes in knowledge
	Self-efficacy (beliefs about capabilities)	<ul style="list-style-type: none"> <li>Baseline</li> <li>Post-course</li> <li>6 month post-course</li> </ul>	This node will capture participant self-efficacy in engaging in POR and self-reported changes in self-efficacy
	Intentions	<ul style="list-style-type: none"> <li>Baseline</li> <li>Post-course</li> <li>6 month post-course</li> </ul>	This node will capture participant intentions to engage in POR and self-reported changes in intentions
	Behaviour	<ul style="list-style-type: none"> <li>Baseline</li> <li>Post-course</li> <li>6 month post-course</li> </ul>	This node will capture participant behavior to use POR concepts and self-reported changes in behaviour
Secondary	Implementation quality	<ul style="list-style-type: none"> <li>Post-course</li> </ul>	This node will capture participant perceptions on course quality and delivery
	Participant responsiveness	<ul style="list-style-type: none"> <li>Post-course</li> </ul>	This node will capture participant perceptions on course content, structure, engagement and resources
	Barriers and facilitators to engagement in POR	<ul style="list-style-type: none"> <li>Baseline</li> <li>Post-course</li> <li>6 month post-course</li> </ul>	This node will capture actual and anticipated participant identified barriers and facilitators to engagement in POR.